OIPE IAP85 SEP 0 8 2005 PATENT & TRADEMARK OFFICE

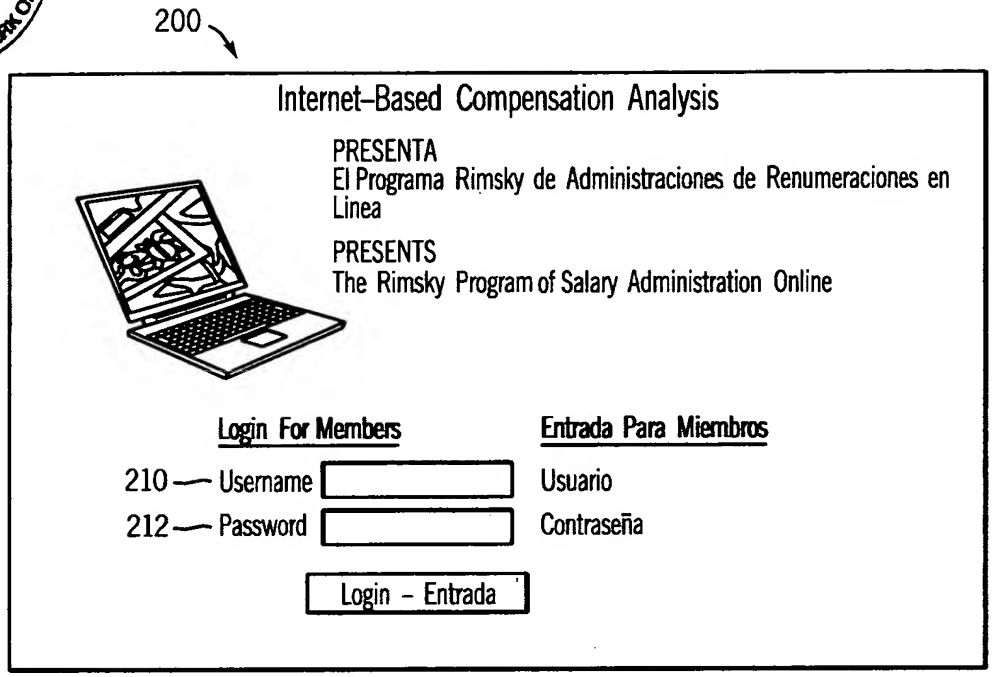

FIG. 1

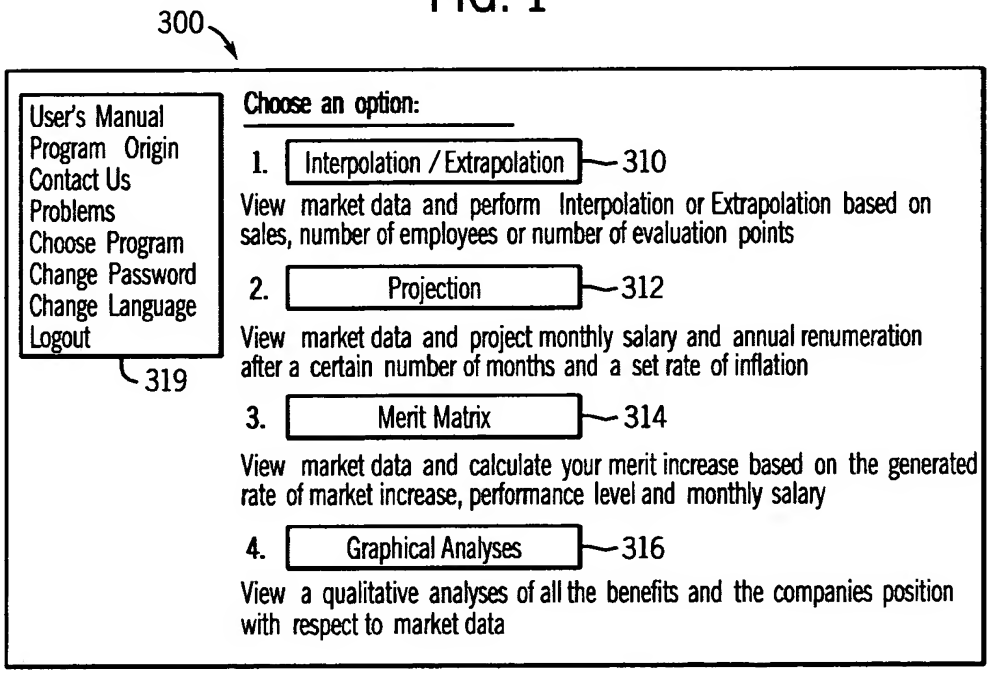

FIG. 2

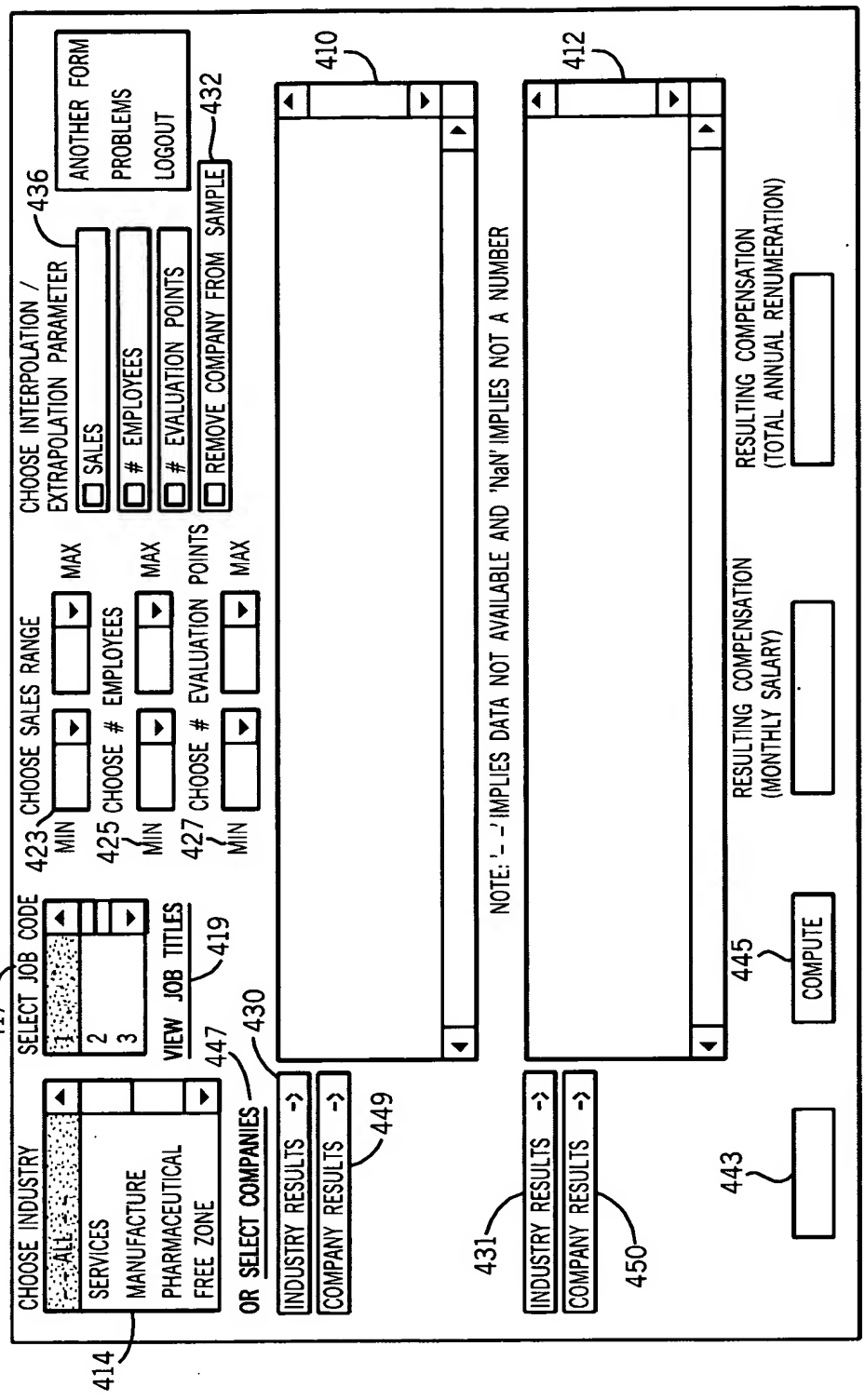
CHOOSE INDUSTRY
ALL
SERVICES
MANUFACTURE
PHARMACEUTICAL
FREE ZONE
414
SELECT JOB CODE
1
2
3
417
VIEW JOB TITLES
419
OR SELECT COMPANIES
430
447
INDUSTRY RESULTS ->
COMPANY RESULTS ->
449
423 CHOOSE SALES RANGE
MIN
MAX
425 CHOOSE # EMPLOYEES
MIN
MAX
427 CHOOSE # EVALUATION POINTS
MIN
MAX
CHOOSE INTERPOLATION / EXTRAPOLATION PARAMETER
436
SALES
EMPLOYEES
EVALUATION POINTS
REMOVE COMPANY FROM SAMPLE
432
ANOTHER FORM
PROBLEMS
LOGOUT
410
412
NOTE: '-' IMPLIES DATA NOT AVAILABLE AND 'NaN' IMPLIES NOT A NUMBER
431
INDUSTRY RESULTS ->
COMPANY RESULTS ->
450
443
445
COMPUTE
RESULTING COMPENSATION (MONTHLY SALARY)
RESULTING COMPENSATION (TOTAL ANNUAL RENUMERATION)
400

FIG. 3

JOB CODE DESCRIPTIONS

	HUMAN RESOURCES	IS THE HEAD OF THE COMPANY'S HUMAN RESOURCES MANAGEMENT FUNCTION BEING RESPONSIBLE FOR SELECTION AND RECRUITING OF PERSONNEL, SALARY AND BENEFITS ADMINISTRATION, TRAINING, WELFARE, AND LABOR RELATIONS? OPERATES WITH THE TITLE OF HUMAN RESOURCES MANAGER. IN MANY COMPANIES THE JOB HAS ALSO RESPONSIBILITY FOR MEDICAL SERVICE, SAFETY AND SECURITY. REQUIRES ADVANCED BILINGUAL EDUCATION (18 YEARS), AND 5 TO 8 YEARS EXPERIENCE DEPENDING ON COMPANY SIZE. RESPONSIBILITY FOR OPERATIONS AND ASSETS IS AT THE PLANT SECTION LEVEL. RESPONSIBILITY FOR SUPERVISION DEPENDS ON THE NUMBER OF PEOPLE SUPERVISED.

FIG. 4

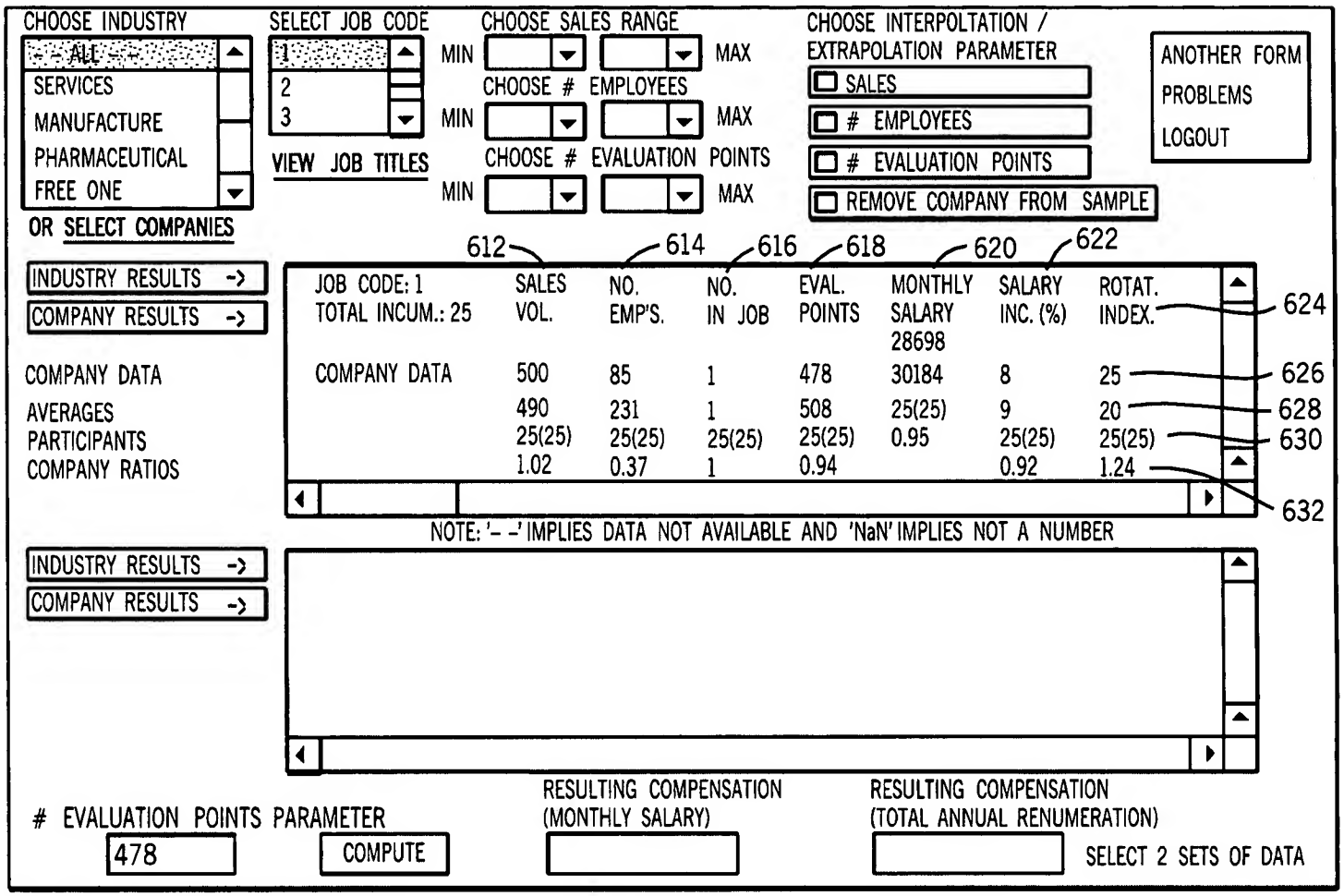
CHOOSE INDUSTRY
- ALL -
SERVICES
MANUFACTURE
PHARMACEUTICAL
FREE ONE
OR SELECT COMPANIES
SELECT JOB CODE
1
2
3
VIEW JOB TITLES
CHOOSE SALES RANGE
MIN
MAX
CHOOSE # EMPLOYEES
MIN
MAX
CHOOSE # EVALUATION POINTS
MIN
MAX
CHOOSE INTERPOLTATION / EXTRAPOLATION PARAMETER
SALES
EMPLOYEES
EVALUATION POINTS
REMOVE COMPANY FROM SAMPLE
ANOTHER FORM
PROBLEMS
LOGOUT
INDUSTRY RESULTS ->
COMPANY RESULTS ->
612
614
616
618
620
622
624
626
628
630
632
JOB CODE: 1
TOTAL INCUM.: 25
SALES VOL.
NO. EMP'S.
NO. IN JOB
EVAL. POINTS
MONTHLY SALARY
SALARY INC. (%)
ROTAT. INDEX.
28698
COMPANY DATA
500
85
1
478
30184
8
25
AVERAGES
490
231
1
508
25(25)
9
20
PARTICIPANTS
25(25)
25(25)
25(25)
25(25)
0.95
25(25)
25(25)
COMPANY RATIOS
1.02
0.37
1
0.94
0.92
1.24
NOTE: '- -' IMPLIES DATA NOT AVAILABLE AND 'NaN' IMPLIES NOT A NUMBER
INDUSTRY RESULTS ->
COMPANY RESULTS ->
EVALUATION POINTS PARAMETER
478
COMPUTE
RESULTING COMPENSATION (MONTHLY SALARY)
RESULTING COMPENSATION (TOTAL ANNUAL RENUMERATION)
SELECT 2 SETS OF DATA

FIG. 5

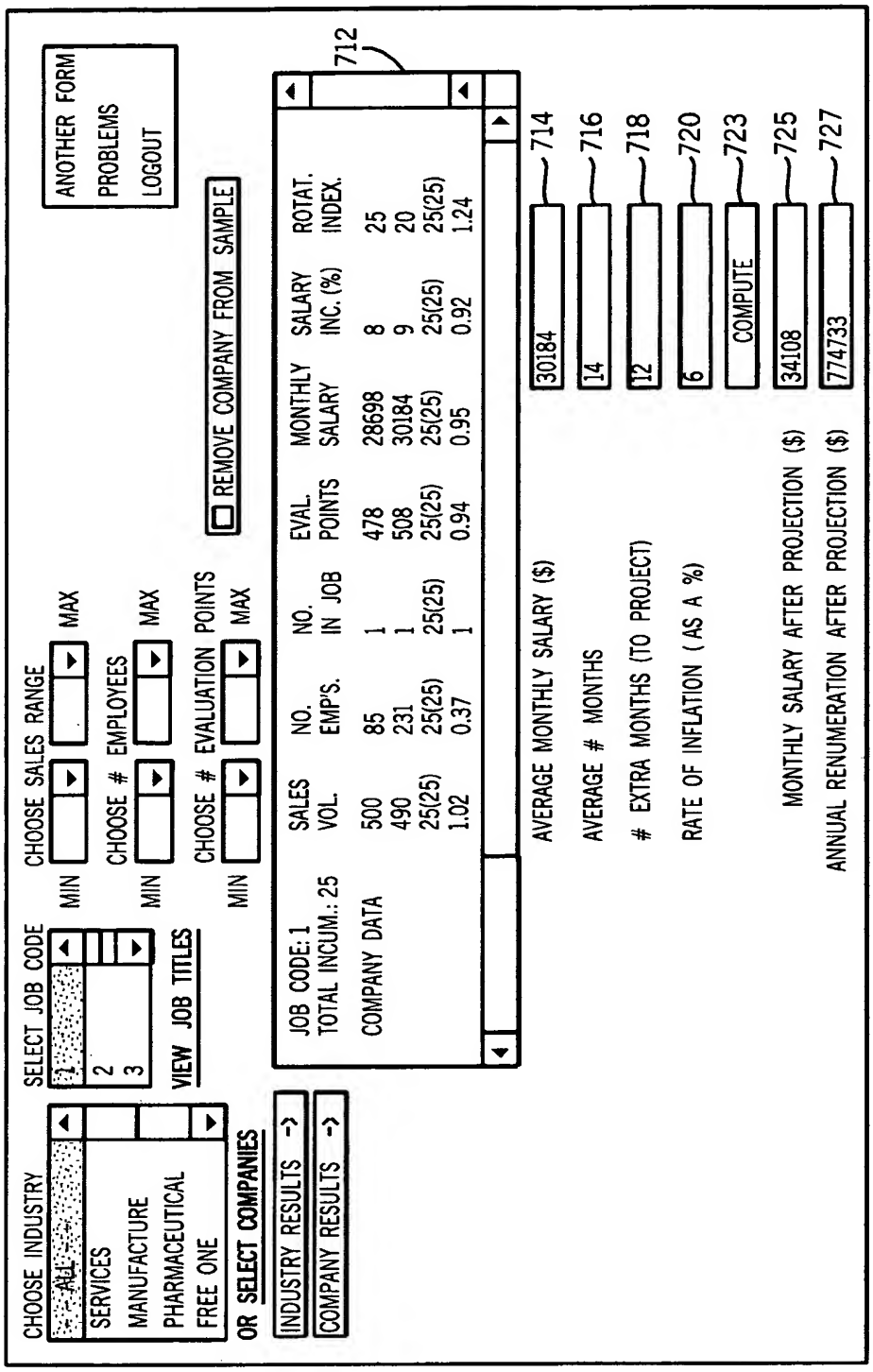
CHOOSE INDUSTRY
ALL
SERVICES
MANUFACTURE
PHARMACEUTICAL
FREE ONE
OR SELECT COMPANIES
INDUSTRY RESULTS ->
COMPANY RESULTS ->
SELECT JOB CODE
1
2
3
VIEW JOB TITLES
CHOOSE SALES RANGE
MIN
MAX
CHOOSE # EMPLOYEES
MIN
MAX
CHOOSE # EVALUATION POINTS
MIN
MAX
REMOVE COMPANY FROM SAMPLE
ANOTHER FORM
PROBLEMS
LOGOUT
712
JOB CODE: 1
TOTAL INCUM.: 25
COMPANY DATA
SALES VOL.
NO. EMP'S.
NO. IN JOB
EVAL. POINTS
MONTHLY SALARY
SALARY INC. (%)
ROTAT. INDEX.
500 85 1 478 28698 8 25
490 231 1 508 30184 9 20
25(25) 25(25) 25(25) 25(25) 25(25) 25(25) 25(25)
1.02 0.37 1 0.94 0.95 0.92 1.24
AVERAGE MONTHLY SALARY ($)
30184
714
AVERAGE # MONTHS
14
716
EXTRA MONTHS (TO PROJECT)
12
718
RATE OF INFLATION (AS A %)
6
720
COMPUTE
723
MONTHLY SALARY AFTER PROJECTION ($)
34108
725
ANNUAL RENUMERATION AFTER PROJECTION ($)
774733
727
700

FIG. 6

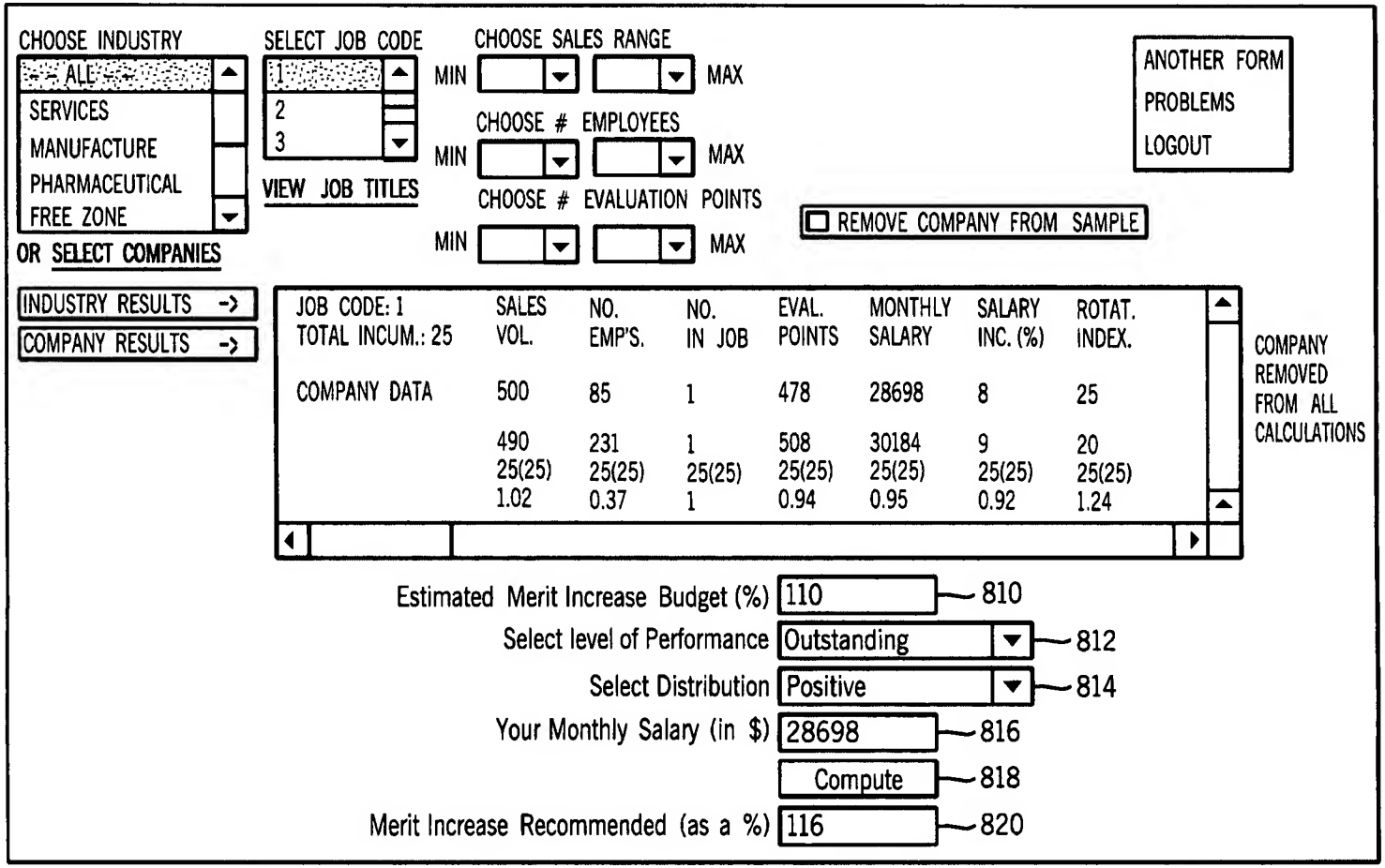
CHOOSE INDUSTRY
-- ALL --
SERVICES
MANUFACTURE
PHARMACEUTICAL
FREE ZONE
OR SELECT COMPANIES
SELECT JOB CODE
1
2
3
VIEW JOB TITLES
CHOOSE SALES RANGE
MIN
MAX
CHOOSE # EMPLOYEES
MIN
MAX
CHOOSE # EVALUATION POINTS
MIN
MAX
ANOTHER FORM
PROBLEMS
LOGOUT
REMOVE COMPANY FROM SAMPLE
INDUSTRY RESULTS ->
COMPANY RESULTS ->
JOB CODE: 1
TOTAL INCUM.: 25
SALES VOL.
NO. EMP'S.
NO. IN JOB
EVAL. POINTS
MONTHLY SALARY
SALARY INC. (%)
ROTAT. INDEX.
COMPANY DATA
500 85 1 478 28698 8 25
490 231 1 508 30184 9 20
25(25) 25(25) 25(25) 25(25) 25(25) 25(25) 25(25)
1.02 0.37 1 0.94 0.95 0.92 1.24
COMPANY REMOVED FROM ALL CALCULATIONS
Estimated Merit Increase Budget (%) 110 810
Select level of Performance Outstanding 812
Select Distribution Positive 814
Your Monthly Salary (in $) 28698 816
Compute 818
Merit Increase Recommended (as a %) 116 820
800

FIG. 7

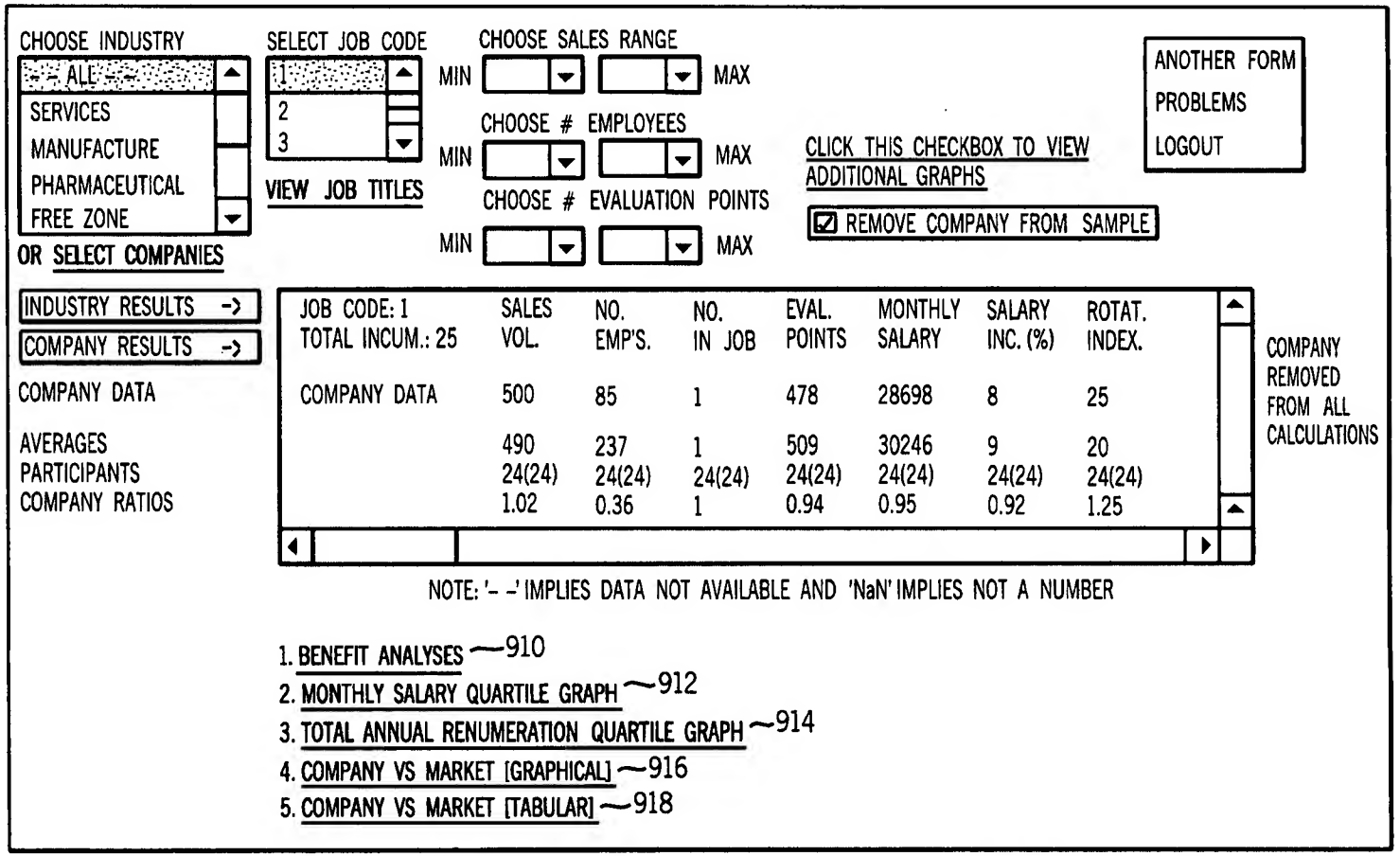
CHOOSE INDUSTRY
-- ALL --
SERVICES
MANUFACTURE
PHARMACEUTICAL
FREE ZONE
OR SELECT COMPANIES
SELECT JOB CODE
1
2
3
VIEW JOB TITLES
CHOOSE SALES RANGE
MIN
MAX
CHOOSE # EMPLOYEES
MIN
MAX
CHOOSE # EVALUATION POINTS
MIN
MAX
CLICK THIS CHECKBOX TO VIEW ADDITIONAL GRAPHS
REMOVE COMPANY FROM SAMPLE
ANOTHER FORM
PROBLEMS
LOGOUT
INDUSTRY RESULTS ->
COMPANY RESULTS ->
COMPANY DATA
AVERAGES
PARTICIPANTS
COMPANY RATIOS
JOB CODE: 1 TOTAL INCUM.: 25
SALES VOL.
NO. EMP'S.
NO. IN JOB
EVAL. POINTS
MONTHLY SALARY
SALARY INC. (%)
ROTAT. INDEX.
COMPANY DATA 500 85 1 478 28698 8 25
490 237 1 509 30246 9 20
24(24) 24(24) 24(24) 24(24) 24(24) 24(24) 24(24)
1.02 0.36 1 0.94 0.95 0.92 1.25
COMPANY REMOVED FROM ALL CALCULATIONS
NOTE: '- -' IMPLIES DATA NOT AVAILABLE AND 'NaN' IMPLIES NOT A NUMBER
1. BENEFIT ANALYSES 910
2. MONTHLY SALARY QUARTILE GRAPH 912
3. TOTAL ANNUAL RENUMERATION QUARTILE GRAPH 914
4. COMPANY VS MARKET [GRAPHICAL] 916
5. COMPANY VS MARKET [TABULAR] 918
900

FIG. 8

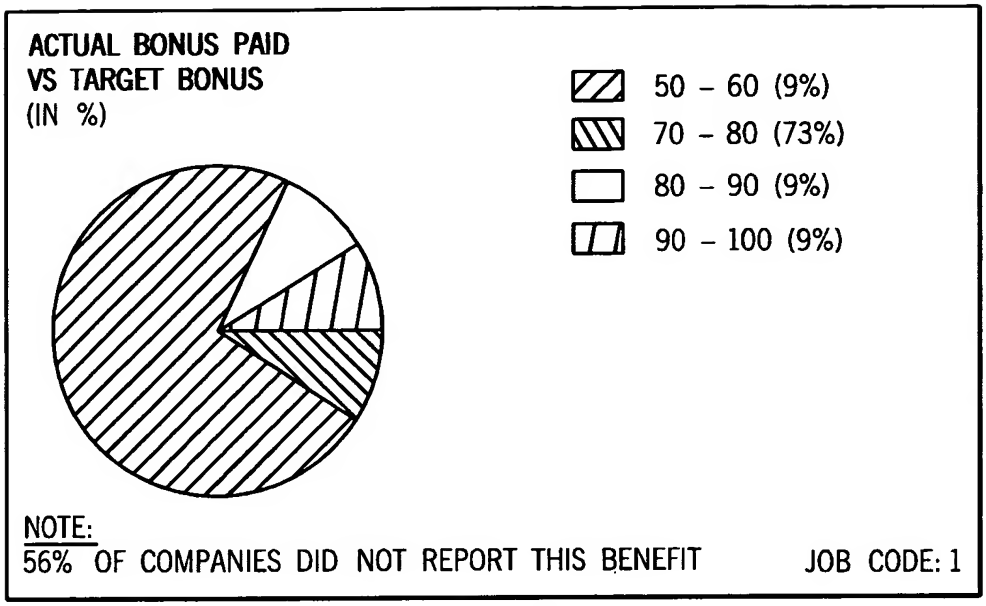
ACTUAL BONUS PAID
VS TARGET BONUS
(IN %)
50 - 60 (9%)
70 - 80 (73%)
80 - 90 (9%)
90 - 100 (9%)
NOTE:
56% OF COMPANIES DID NOT REPORT THIS BENEFIT
JOB CODE: 1

FIG. 9

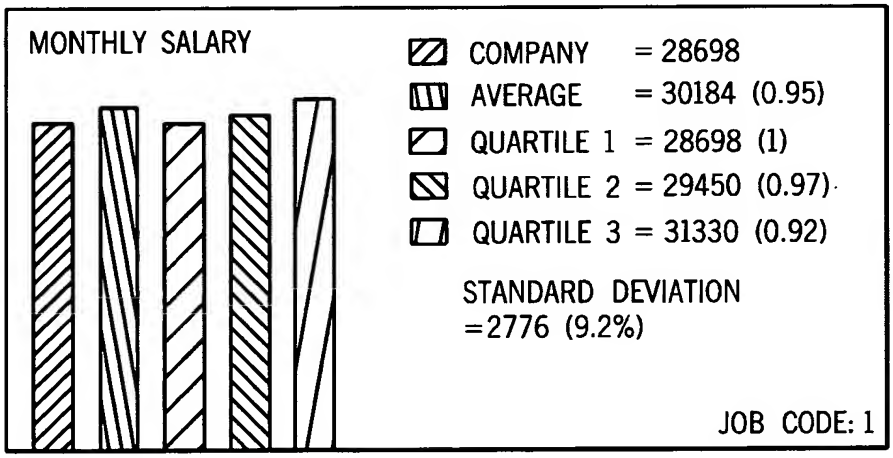
MONTHLY SALARY
COMPANY = 28698
AVERAGE = 30184 (0.95)
QUARTILE 1 = 28698 (1)
QUARTILE 2 = 29450 (0.97)
QUARTILE 3 = 31330 (0.92)
STANDARD DEVIATION
=2776 (9.2%)
JOB CODE: 1

FIG. 10

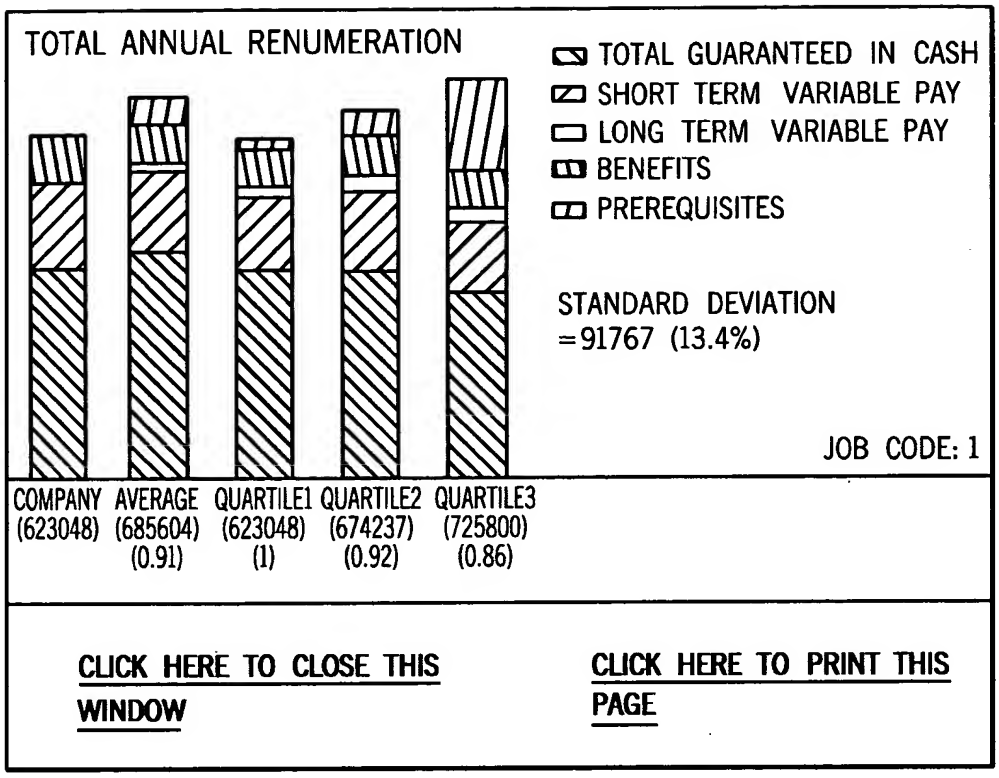
TOTAL ANNUAL RENUMERATION
TOTAL GUARANTEED IN CASH
SHORT TERM VARIABLE PAY
LONG TERM VARIABLE PAY
BENEFITS
PREREQUISITES
STANDARD DEVIATION
=91767 (13.4%)
JOB CODE: 1
COMPANY (623048)
AVERAGE (685604) (0.91)
QUARTILE1 (623048) (1)
QUARTILE2 (674237) (0.92)
QUARTILE3 (725800) (0.86)
CLICK HERE TO CLOSE THIS WINDOW
CLICK HERE TO PRINT THIS PAGE

FIG. 11

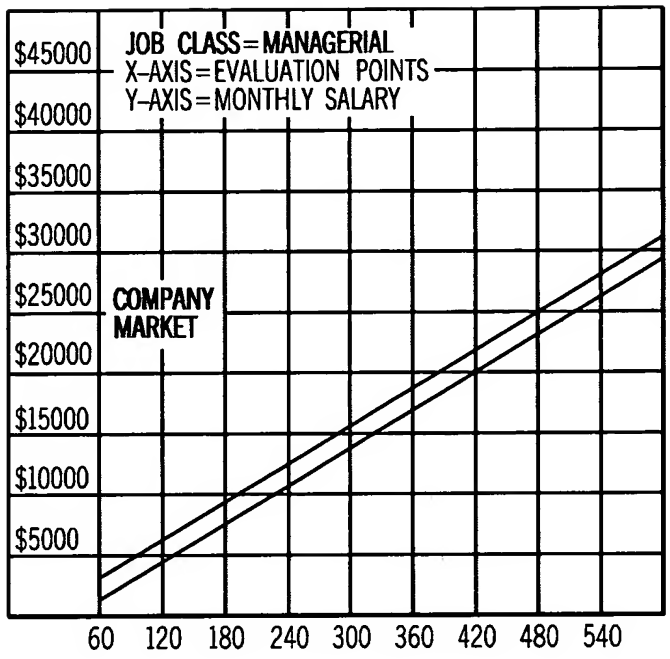
$45000
$40000
$35000
$30000
$25000
$20000
$15000
$10000
$5000
JOB CLASS=MANAGERIAL
X-AXIS=EVALUATION POINTS
Y-AXIS=MONTHLY SALARY
COMPANY
MARKET
60 120 180 240 300 360 420 480 540
VIEW ANOTHER CHART
Y-AXIS
MONTHLY SALARY
JOB CLASS
MANAGERIAL
GO !
CLICK HERE TO CLOSE THIS WINDOW
CLICK HERE TO PRINT THIS PAGE

FIG. 12

VIEW TABLE

$ PARAMETER: MONTHLY SALARY

JOB CLASS: MANAGERIAL GO!

CLICK HERE TO CLOSE THIS WINDOW

CLICK HERE TO PRINT THIS PAGE

SERIAL NO.	JOB CODE	JOB TITLE	MONTHLY SALARY	AVERAGE	1ST QUARTILE	2ND QUARTILE	3RD QUARTILE
1	1	GTE. REC. HUMANOS	28698	30246 (0.95)	28756 (1)	29466 (0.97)	31372 (0.91)
2	2	SUPERVISOR PRODUC	17800	16228 (1.1)	15835 (1.12)	16200 (1.1)	16900 (1.05)
3	3	CONTADOR	10500	9228 (1.14)	8700 (1.21)	9000 (1.17)	9300 (1.13)

FIG. 13